University Medical Center of Southern Nevada
Governing Board Human Resources and Executive Compensation Committee
October 23, 2017

UMC ProVidence Suite (TELECONFERENCE)
Trauma Building, 5th Floor, Providence Room
800 Hope Place
Las Vegas, Clark County, Nevada
Tuesday, October 23, 2017
5:00 p.m.

CALL TO ORDER

The University Medical Center Governing Board Human Resources and Executive Compensation Committee met at the location and time listed above. The meeting was called to order at the hour of 5:04 p.m. by Chair Jeff Ellis and the following members were present, which constituted a quorum of the members thereof:

Committee Members:

Present:
Jeff Ellis, Chair (via phone)
Robyn Caspersen (via phone)
Renee Franklin (via phone)
Harry Hagerty (via phone)

Absent:

Others Present:
James Conway, Assistant General Counsel
John Espinoza, Chief Human Resources Officer
Terra Lovelin, Board Secretary

SECTION 1. OPENING CEREMONIES

ITEM NO. 1 PUBLIC COMMENT

Chair Jeff Ellis asked if there were any persons present in the audience wishing to be heard on any item on this agenda.

None present.

ITEM NO. 2 Approval of Agenda *(For possible action)*

FINAL ACTION: A motion was made by Member Franklin that the agenda be approved as presented. Motion carried by unanimous vote.

SECTION 2. BUSINESS ITEMS

ITEM NO. 3 Review the feedback received from Governing Board subcommittees regarding the CEO performance accomplishments based on the performance objectives established by the Governing Board and recommend a bonus percentage to the Governing Board for approval. *(For possible action)*

DOCUMENTS SUBMITTED:
- None submitted

DISCUSSION: The following committees recommended the following performance percentages:

Quality: 100% (30/30)
A&F: 96.7% (29/30)
HR: 95% (19/20)
Strategy: 85% (17/20)

Mr. Espinoza noted that last year the percentage was 95 percent of the 30 percent possible, on a base of $400,000. Also, this year the bonus is given in one lump sum, not split into two payments like last year.

FINAL ACTION TAKEN: A motion was made by Member Hagerty to approve the recommendation of a 9.0% merit base salary adjustment and incentive bonus of 28.5% of current salary and recommend approval by the Governing Board. Motion carried by unanimous vote.

ITEM NO. 4 Identify emerging issues to be addressed by staff or by the Human Resources and Executive Compensation Committee at future meetings; and direct staff accordingly. (For possible action)

No emerging issues

COMMENTS BY THE GENERAL PUBLIC:

At this time, Chair Ellis asked if there were any persons present in the audience wishing to be heard on any items not listed on the posted agenda.

None

There being no further business to come before the Committee at this time, at the hour of 5:15 p.m. Chairman Ellis adjourned the meeting.

Approved: January 8, 2018
Minutes Prepared by: Terra Lovelin